Fraction of Faculty Who Are Women Increases, Other Inequalities by Gender Persist at Brandeis University

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On the occasion of its 35th anniversary, the Women's and Gender Studies Program at Brandeis University has assessed the status of women on our campus. We focused on the percentages of women among the faculty (by rank), on the Board of Trustees, among honorary degree recipients and among senior administrators. To assess change over time, we compared data from 1972-73, 1982-83, 1992-93, 2002-03 and 2012-13. A graphic representation of our findings is here (http://www.brandeis.edu/programs/wgs/news/index.html) and full tables are here (http://www.brandeis.edu/programs/wgs/news/index.html).

The fraction of women on the faculty increased from 14% of all full-time faculty in 1972-73 to 42% of all full-time faculty in 2012-13. Differences persist by rank, however: 31% of Brandeis full professors were women in 2012-13 in comparison to 44% of associate professors, 46% of assistant professors and 64% of lecturers. Women are over-represented among full-time contract faculty, who have less job security and typically earn less than their tenure-track colleagues.

Significant gaps between women and men remain both on the Board of Trustees and among honorary degree recipients. Although the fraction of women on the Board of Trustees has changed since 1972-73 when 5% were women, in the 2012-13 academic year, only 23% of trustees were women.

Similar patterns with even lower numbers are evident among honorary degree recipients. Between 1972 and the present only 20% of Brandeis honorary degree recipients have been women (63 of 321 total recipients). In no year did women comprise a majority of honorary degree recipients.

Women have been largely under-represented among the senior administration between 1972 and 2013. Only one of five presidents and two of twelve provosts or Deans of Faculty were women. No chief operating officers, executive vice presidents, or executive assistants to presidents have been women. Women have been well represented among vice presidents of communication. Currently only two of the seven positions we examined are held by women. The decision-makers among senior leadership continue to be heavily male and remain exclusively white.

The Women's and Gender Studies faculty call on the university to embody more fully the commitment it makes in its diversity statement (http://www.brandeis.edu/about/mission.html) to incorporate diverse women, men and gender non-conforming individuals into the life and leadership of the university. By our 50th anniversary we hope to see women comprising at least 50% of the Board of Trustees, honorary degree recipients, administrative leadership positions and faculty at all ranks. We also call for more racial inclusivity including regular report cards about racial diversity on campus.